

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force

Senior NCO

Professional

Development Course



U.S. AIR FORCE

Elements of

Discipline

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27 July 2004

Integrity - Service - Excellence



Overview



- Senior NCO Roles and Responsibilities
- Developing First Line Supervisors
- Corrective Measures
- Referral Agencies
- Case Histories/Discussion
- Summary/Questions





Roles/Responsibilities



- Set and enforce work center standards
 - AF / MAJCOM / Wing / Squadron
- Act as advisor to commanders/senior leadership
 - Discipline Process
 - “Progressive” Discipline
 - Importance of Documentation
 - Office drawer PIF’s
- SNCO vs Officer roles





Developing Supervisors



- First Line Supervisors
 - Define
 - Importance in our AF
- Providing the necessary skills to develop them
 - Sources of information
 - Self Experience
 - Frequently used (
 - Regulations / official sources
 - Opportunities
 - To excel and to fa





Corrective Measures



- Verbal counseling
 - Positive and negative
- Written counseling
 - AF 174 vs. letter format
- Reprimands / Admonishments
 - Verbal?
 - Good format important
- UIF / Control Roster
- Punishment
 - Who punishes?
 - Non-judicial
 - Judicial





Referral Agencies



- Referral agency based on need
 - Life Skills (Mental Health)
 - Family Support Center
 - Financial (PFMP / AFSA)
 - Family-related
 - Legal Office
 - Area Defense Counsel
 - Chaplain
 - Medical
 - Others?





Case Histories / Discussion



- Rules of Engagement
 - No active cases
 - Under / ongoing investigations
 - No names or units
- Negative outcomes
 - Eventual discharge
- Positive outcomes
 - Troop turned around—success!





Summary / Questions



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Questions



- **Final Thought:** Remember that discipline is a function of leadership, and leadership is not an exact science, but an *art*...

Any Questions?



Sustaining the Combat Capability of America's Air Force



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